

## SUSSEX LEARNING TRUST TRADE UNION FACILITY TIME REPORT

Under the regulations, the Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1st April 2017 under the Trade Union Act 2016, requiring certain public sector employers to publish information in respect of facility time provided to trade union officials in their organisation.

The Trade Union Act was passed in May 2016; one of the elements of this Act is the requirement for employers in the public sector to publish information on facility time.

Trade Unions (TUs) play an important role in the modern workplace and there are considerable benefits to both employers and employees when organisations and unions work well together.

The purpose of these regulations is to promote transparency and allow for public scrutiny of facility time. They create scope for improving public accountability, which will ensure taxpayers' money is only spent on justifiable and accountable trade union work that represents value for money.

These regulations require relevant public sector employers (including but not limited to NHS trusts, foundation trusts, CCGs, and most foundation, voluntary aided, foundation special and academy schools), to collect and publish, on an annual basis, a range of data in relation to their usage and spend of TU facility time in respect of their employees who are TU representatives.

**Period covered by this report: 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2018**

### Table 1

#### Relevant union officials

What was the total number of your employees who were relevant union officials during the relevant period?

| <i>Number of employees who were relevant union officials during the relevant period</i> | <i>Full-time equivalent employee number</i> |
|---|---|
| 3   | 2.58  |

### Table 2

#### Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

| <i>Percentage of time</i> | <i>Number of employees</i> |
|---------------------------|----------------------------|
| 0%                        | 0                          |
| 1-50%                     | 3                          |
| 51%-99%                   | 0                          |
| 100%                      | 0                          |

### Table 3

#### Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

| <i>First Column</i>   | <i>Figures</i> |
|---|----------------|
| Provide the total cost of facility time   | £2k            |
| Provide the total pay bill  | £8,655k        |
| Provide the percentage of the total pay bill spent on facility time, calculated as:<br>(total cost of facility time ÷ total pay bill) x 100 | 0.02%          |

### Table 4

#### Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

|     |
|-----|
| 50% |
|-----|